



# ALASKA

## A Glimpse Of LKSD 2020-21

*An exciting place to learn, a rewarding place to teach!*

The Lower Kuskokwim School District (LKSD) is an exciting and rewarding place to learn and teach in “bush” Alaska. LKSD is the largest rural school district in Alaska with 27 schools, 350 teachers, and about 4,000 Yup’ik students. The landmass of the District is about the size of West Virginia spreading along the Kuskokwim River and Bering Coast of southwest Alaska. Travel is by jet from Anchorage, and then by small plane, snowmobile or boat from Bethel to the village sites.

LKSD supports instructional staff with a robust professional development program differentiated from whole group to individually selected courses. There is a teacher mentor program that includes orientation to the local culture and learning about our curriculum.

More detailed information about our “family” of long-term educators can be found at [www.lksd.org](http://www.lksd.org).



- 27 fly-in sites over an area of 22,000 miles
- Amazing professional opportunities
- Yup’ik Eskimo culture and tradition
- Health benefits for yourself and dependents
- Largest (by student population) off road school district in Alaska
- Bring in up to 6 years public school experience
- Starting salary \$52,999-\$77,245 (under negotiation)
- Subsidized village housing including utilities and basic furnishings



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Lower  
Kuskokwim  
School  
District

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# LKSD Site Populations

Atmautluak	Pop: 277 Students: 111	Dual
Bethel (Ayaprun)	Pop: 6363 Students: 170	Dual
Bethel (KLA)	Pop: 6363 Students: 54	EFL
Bethel (BRHS)	Pop: 6363 Students: 508	EFL
Bethel (Gladys Jung)	Pop: 6363 Students: 355	EFL
Bethel (ME School)	Pop: 6363 Students: 342	EFL
Chefornak	Pop: 418 Students: 159	Dual
Eek	Pop: 296 Students: 125	Dual
Goodnews Bay	Pop: 254 Students: 73	EFL

Kasigluk (Akiuk)	Pop: 569 Students: 124	Dual
Kasigluk (Akula)	Pop: 569 Students: 115	Dual
Kipnuk	Pop: 639 Students: 209	Dual
Kongiganak	Pop: 439 Students: 164	Dual
Kwethluk	Pop: 753 Students: 262	Dual
Kwigillingok	Pop: 321 Students: 141	Dual
Mekoryuk	Pop: 200 Students: 44	Dual
Napakiak	Pop: 370 Students: 95	EFL
Napaskiak	Pop: 423 Students: 156	Dual

Newtok-Metarvik	Pop: 354 Students: 140	Dual
Nightmute	Pop: 293 Students: 100	Dual
Nunapitchuk	Pop: 518 Students: 207	EFL
Oscarville	Pop: 70 Students: 13	Dual
Platinum	Pop: 64 Students: 13	EFL
Quinahagak	Pop: 699 Students: 225	Dual
Toksook Bay	Pop: 617 Students: 193	Dual
Tuntutuliak	Pop: 408 Students: 145	Dual
Tununak	Pop: 327 Students: 111	Dual

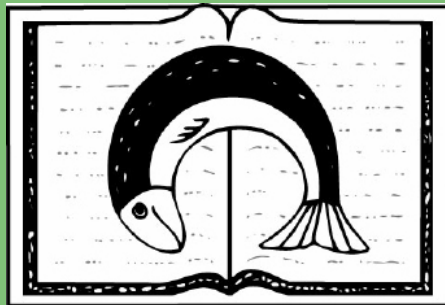
DUAL: BI-LITERACY

EFL: ENGLISH FIRST LANGUAGE



# LKSD Benefits!

- 2-year signing bonus of \$3,000.
- Full Family Health Insurance.
- Reimbursement for one free round trip from Anchorage to school site each fiscal year.
- Each teacher will be reimbursed up to \$150 for classroom materials beyond those purchased by the district.
- LKSD provides a computer for each teacher.
- LKSD provides subsidized housing in the villages with all utilities included.
- \$50,000 Life Insurance with double indemnity in the event of accidental death.
- Additional Life Insurance is available to purchase at a reduced group rate.
- 2 days of personal leave each year.
- 12 days of sick leave each year, one day of which is donated to a sick leave bank.
- LKSD may provide financial support for teachers seeking certification in Administration or other areas of need.
- An Employee Assistance Program is available that offers counseling and referral services either in Bethel or via telephone.
- Teachers are enrolled in the Alaska Teacher Retirement System; information available at [www.state.ak.us/drb/trs](http://www.state.ak.us/drb/trs).
- LKSD facilitates participation in 403 (b) Supplemental Retirement programs as well.





# LOWER KUSKOKWIM SCHOOL DISTRICT STUDENT ACTIVITIES



PHOTOGRAPHY



SUMMER ACADEMIES



FESTIVAL  
of  
ARTS



LKSD DANCE FESTIVAL



BASKETBALL



ROBOTICS



WRESTLING

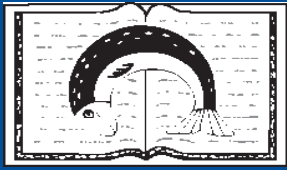


CROSS COUNTRY



NATIVE YOUTH  
OLYMPICS

AND  
MANY  
MORE...



# Professional Development Opportunities

Historically, LKSD has one of the highest teacher retention rates in Alaska. The District values experienced, well-trained teachers and invests significant resources in support of that effort. LKSD's emphasis on staff development equates to quality education for staff and students resulting in a strong sense of employee commitment.

- LKSD provides 10 professional development days as part of the standard contract year.
- LKSD provides new teachers with a highly refined induction and mentoring program.
- LKSD provides new to District teachers with an additional five days and second year teachers with an additional three days inservice designed to promote professional growth.
- LKSD may provide financial support to cover tuition, books, and fees.
- LKSD may provide "for credit" courses each year available on a voluntary basis for all staff.
- LKSD promotes from within to fill available administrative positions. After three years of successful teaching in LKSD, teachers may apply for the Educational Leadership program.



**SALARY SCHEDULE (2020/2021 SCHOOL YEAR FOR  
NEW TO DISTRICT TEACHERS – 198 DAYS)  
Under Negotiation**

**Column Placement**

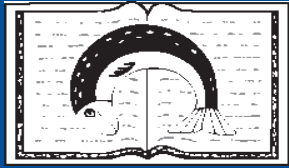
Initial placement and subsequent horizontal movement shall be based on official transcripts and records submitted to the District by the teacher.

Reference to credit hours means semester hours or the equivalent earned subsequent to the date on which the relevant degree was conferred. Relevant degree means either a Bachelor's or Master's degree.

Credit hours, beyond the relevant degree, utilized for placement purposes must have been earned as a requisite for an actively sought advanced degree, or be in the teacher's major or minor field, special education, English as a second language, reading, education (except student teaching), or in a field relevant to the teacher's present or previously assigned area, provided the course was taken concurrent with such previous assignment (including Alaskan History, culture, Native Land Claims, Bilingual or Bicultural courses), or with the written approval of the Superintendent. Credits must be earned from accredited institutions.

**Salary Schedule 2019-2020**

<b>Step</b>	<b>B</b>	<b>B+18</b>	<b>M or B+36</b>	<b>M+18 or B+54</b>	<b>MM/M+36 or B+72</b>
0	\$52,999	\$55,427	\$57,850	\$60,271	\$62,701
1	\$55,427	\$57,850	\$60,271	\$62,701	\$64,123
2	\$57,850	\$60,271	\$62,701	\$65,123	\$67,548
3	\$60,271	\$62,701	\$65,123	\$67,548	\$69,972
4	\$62,701	\$65,123	\$67,548	\$69,972	\$72,400
5	\$65,123	\$67,548	\$69,972	\$72,400	\$74,821
6		\$69,972	\$72,400	\$74,821	\$77,245
7		\$72,400	\$74,821	\$77,245	\$79,667
8		\$74,821	\$77,245	\$79,667	\$82,092
9		\$77,245	\$79,667	\$82,092	\$84,518
10			\$82,092	\$84,518	\$86,943
11				\$86,943	\$89,370
12					\$91,795
13					\$94,222



# What's Important to LKSD?

LKSD strives to find teachers who hold the following four traits considered necessary to work within the district.

1. **Support Bilingual/Bicultural Education:** LKSD has the largest number of children who speak the Yup'ik Language of any Alaskan school district. Parents have two main goals for their children.
  - To speak the Yup'ik language at a level of understanding allowing them to converse with their elders
  - To use the English language at a high academic level allowing them to succeed in college or technical training
2. **Demonstrate Interest in a Cross-cultural Environment:** LKSD wants teachers and administrators who thrive in a cross cultural environment; who see the different sights, sounds, and smells of our villages as an enriching opportunity; who are comfortable in our communities and can help to create a link between the school and community.
3. **Communicate High Expectations with Care:** LKSD seeks teachers and administrators who have high expectations of their students' performance, coupled with the ability to foster caring relationships.
4. **Prepare Students for the "Test of Life":** LKSD is looking for educators who can connect a rigorous curriculum to "real world applications".